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MINUTES

OF THE

CIA CAREER SERVICE BOARD

5th Meeting, Tuesday, 10 March 1953, 4:00 P.M.

DCI's Conference Room, Administration Building

Present: Walter Reid Wolf, DD/A, Chairman
Robert Amory, Jr., ADD/I, alternate for the DD/I
Matthew Baird, D/TR
25X1A9a [REDACTED], Act. Ch/Operations, alternate for the DD/P
[REDACTED] D/NE, alternate for the AD/NE
W. H. H. Morris, Jr., AD/P
[REDACTED] AD/Commo
25X1A9a [REDACTED] Executive Secretary
[REDACTED] Reporter

1. The minutes of the 4th meeting of the CIA Career Service Board, held 15 January 1953, were approved.
2. The Board agreed to recommend to the Director that Mr. Frank Wisner, Deputy Director (Plans), be appointed Chairman of the Board for the term 1 March 1953 through 30 June 1953. The present charter of the CIA Career Service Board requires that the Chairmanship rotate among the three Deputy Directors, each of whom shall serve successively for four months.
3. The Hazardous Duty Pay Program, held over from the previous meeting, was discussed again. Consideration was given to the recommendations of the DD/P Career Service Boards and to the recommendations that it was anticipated the Strauss Commission would make. The Board agreed that it was not prepared to recommend to the Director at this time the program for Hazardous Duty Pay which had been presented. The Board agreed that if the findings of the Strauss Commission and its final recommendations should introduce any new elements that had not been considered, it was prepared to reconsider the above decision. It was further agreed that as quickly as possible a very thorough study would be instituted to determine whether or not it is possible for CIA to enlarge its insurance program for the benefit of employees in the various categories and whether or not additional legislation would be required. Such an insurance program would be separate and distinct from any supplementary pay program.
4. The proposed Regulation covering the CIA Career Service Program was discussed and approved subject to the necessity for making technical and editorial changes affecting the format but not the substance of the Regulation. While it was recognized that there were many questions of procedure which could not be answered respecting the workings of the Career

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Service Program, it was the final consensus that it was desirable to formalize in a Regulation at this time the principles involved and the organizational structure through which they would be carried out. It was also necessary to provide the Clandestine Services with a text which when sanitized would be suitable for transmission to the Field in the form of a Field Regulation, since up to this time no formal announcement of the Career Service Program beyond that which had been contained in the DCI's Newsletter had gone to the Field.

5. The report of the Professional Selection Panel was tabled. On the recommendation of the Deputy Director (Plans) and the Chief of Operations, the principle was established that notification of the Panel's recommendations would go to the Office concerned through the appropriate Deputy Director simultaneously with the notification to the Assistant Director (Personnel).


6. The Staff Study, "Oral Examination of Applicants", was discussed together with the comments from the five principal components of the Agency. The Board agreed to refer these comments to the Professional Selection Panel with the request that the Panel reconcile the various comments on the Staff Study and make specific recommendations to the Board at its next meeting with respect to the process of selecting new employees.

7. The Staff Study, "Responsibility for Career Planning", which provides for the assignment of a career designation to each career employee of the Agency was approved subject to the ratification of an amendment. This amendment concerns the principles which were to be followed in assigning career designations, particularly the principle which related to the right of the individual to express his desires respecting the career designation assigned to him. The Executive Secretary was directed to prepare a suitable amendment to the Staff Study and secure the individual concurrences to the statement of principles from each member of the Board. [This was done; see memorandum, dated 31 March 1953, attached]

8. The Staff Study, "Ten Year Commendatory Letter", dated 13 February 1953, was considered. The Executive Secretary was directed to work out the criteria to insure that there would be a uniform practice throughout the Agency in determining what service in the field of U. S. intelligence would be considered creditable for the purpose of computing eligibility to receive a letter signed by the Director recognizing the individual for ten years' service in the field of U. S. intelligence.

9. The Staff Study, "Categories of CIA Personnel", was removed from the agenda.

10. The meeting was adjourned at 1805 to reconvene at the call of the Chairman.


Executive Secretary

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Attachment

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